

05-2027 AZ,YUMA

WAGE DETERMINATION NO: 05-2027 REV (04) AREA: AZ,YUMA

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:05-2028

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
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William W.Gross Director	Division of Wage Determinations	Wage Determination No.: 2005-2027 Revision No.: 4 Date Of Revision: 11/29/2006
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State: Arizona

Area: Arizona Counties of La Paz, Yuma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.28
01012 - Accounting Clerk II	13.17
01013 - Accounting Clerk III	16.38
01020 - Administrative Assistant	16.97
01040 - Court Reporter	16.30
01051 - Data Entry Operator I	10.06
01052 - Data Entry Operator II	11.41
01060 - Dispatcher, Motor Vehicle	14.94
01070 - Document Preparation Clerk	10.59
01090 - Duplicating Machine Operator	10.59
01111 - General Clerk I	10.64
01112 - General Clerk II	12.43
01113 - General Clerk III	14.98
01120 - Housing Referral Assistant	14.98
01141 - Messenger Courier	8.28
01191 - Order Clerk I	12.17
01192 - Order Clerk II	15.17
01261 - Personnel Assistant (Employment) I	13.26
01262 - Personnel Assistant (Employment) II	14.62
01263 - Personnel Assistant (Employment) III	16.54
01270 - Production Control Clerk	15.77
01280 - Receptionist	9.89
01290 - Rental Clerk	11.26
01300 - Scheduler, Maintenance	11.26
01311 - Secretary I	11.26
01312 - Secretary II	13.05
01313 - Secretary III	15.36
01320 - Service Order Dispatcher	12.89
01410 - Supply Technician	16.97
01420 - Survey Worker	13.05
01531 - Travel Clerk I	10.56
01532 - Travel Clerk II	11.06
01533 - Travel Clerk III	11.57
01611 - Word Processor I	10.97
01612 - Word Processor II	12.79
01613 - Word Processor III	15.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.76
05010 - Automotive Electrician	18.13
05040 - Automotive Glass Installer	17.45
05070 - Automotive Worker	17.45
05110 - Mobile Equipment Servicer	16.06
05130 - Motor Equipment Metal Mechanic	18.76

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ATTACHMENT H

05160	- Motor Equipment Metal Worker	17.45
05190	- Motor Vehicle Mechanic	18.43
05220	- Motor Vehicle Mechanic Helper	15.06
05250	- Motor Vehicle Upholstery Worker	16.81
05280	- Motor Vehicle Wrecker	17.45
05310	- Painter, Automotive	18.13
05340	- Radiator Repair Specialist	17.45
05370	- Tire Repairer	15.52
05400	- Transmission Repair Specialist	18.76
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.00
07041	- Cook I	11.30
07042	- Cook II	12.28
07070	- Dishwasher	8.28
07130	- Food Service Worker	9.11
07210	- Meat Cutter	15.12
07260	- Waiter/Waitress	8.96
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	18.13
09040	- Furniture Handler	13.02
09080	- Furniture Refinisher	18.13
09090	- Furniture Refinisher Helper	15.06
09110	- Furniture Repairer, Minor	16.81
09130	- Upholsterer	18.13
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	9.52
11060	- Elevator Operator	8.59
11090	- Gardener	11.04
11122	- Housekeeping Aide	8.59
11150	- Janitor	8.59
11210	- Laborer, Grounds Maintenance	8.96
11240	- Maid or Houseman	7.58
11260	- Pruner	8.59
11270	- Tractor Operator	10.36
11330	- Trail Maintenance Worker	8.96
11360	- Window Cleaner	9.31
12000	- Health Occupations	
12010	- Ambulance Driver	12.87
12011	- Breath Alcohol Technician	13.96
12012	- Certified Occupational Therapist Assistant	16.24
12015	- Certified Physical Therapist Assistant	16.24
12020	- Dental Assistant	13.86
12025	- Dental Hygienist	31.51
12030	- EKG Technician	21.72
12035	- Electroneurodiagnostic Technologist	21.72
12040	- Emergency Medical Technician	12.87
12071	- Licensed Practical Nurse I	12.44
12072	- Licensed Practical Nurse II	13.96
12073	- Licensed Practical Nurse III	15.98
12100	- Medical Assistant	11.70
12130	- Medical Laboratory Technician	13.23
12160	- Medical Record Clerk	10.98
12190	- Medical Record Technician	13.25
12195	- Medical Transcriptionist	12.08
12210	- Nuclear Medicine Technologist	31.51
12221	- Nursing Assistant I	9.31
12222	- Nursing Assistant II	10.47
12223	- Nursing Assistant III	11.42
12224	- Nursing Assistant IV	12.83
12235	- Optical Dispenser	13.96
12236	- Optical Technician	12.44
12250	- Pharmacy Technician	12.62
12280	- Phlebotomist	12.83
12305	- Radiologic Technologist	21.72
12311	- Registered Nurse I	19.75
12312	- Registered Nurse II	23.26
12313	- Registered Nurse II, Specialist	22.94
12314	- Registered Nurse III	27.64
12315	- Registered Nurse III, Anesthetist	27.64
12316	- Registered Nurse IV	33.13
12317	- Scheduler (Drug and Alcohol Testing)	17.76

13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.75
13012 - Exhibits Specialist II	20.68
13013 - Exhibits Specialist III	24.54
13041 - Illustrator I	17.75
13042 - Illustrator II	20.68
13043 - Illustrator III	24.54
13047 - Librarian	20.05
13050 - Library Aide/Clerk	11.20
13054 - Library Information Technology Systems Administrator	18.67
13058 - Library Technician	14.06
13061 - Media Specialist I	12.57
13062 - Media Specialist II	14.06
13063 - Media Specialist III	15.68
13071 - Photographer I	13.79
13072 - Photographer II	17.75
13073 - Photographer III	20.68
13074 - Photographer IV	24.54
13075 - Photographer V	29.69
13110 - Video Teleconference Technician	12.57
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.03
14042 - Computer Operator II	14.59
14043 - Computer Operator III	17.50
14044 - Computer Operator IV	20.05
14045 - Computer Operator V	22.19
14071 - Computer Programmer I (1)	17.34
14072 - Computer Programmer II (1)	21.48
14073 - Computer Programmer III (1)	26.97
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	24.87
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	13.03
14160 - Personal Computer Support Technician	21.07
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.11
15020 - Aircrew Training Devices Instructor (Rated)	30.38
15030 - Air Crew Training Devices Instructor (Pilot)	33.42
15050 - Computer Based Training Specialist / Instructor	27.16
15060 - Educational Technologist	21.64
15070 - Flight Instructor (Pilot)	33.42
15080 - Graphic Artist	22.91
15090 - Technical Instructor	17.70
15095 - Technical Instructor/Course Developer	21.64
15110 - Test Proctor	14.28
15120 - Tutor	14.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.16
16030 - Counter Attendant	8.16
16040 - Dry Cleaner	9.31
16070 - Finisher, Flatwork, Machine	8.16
16090 - Presser, Hand	8.16
16110 - Presser, Machine, Drycleaning	8.16
16130 - Presser, Machine, Shirts	8.16
16160 - Presser, Machine, Wearing Apparel, Laundry	8.16
16190 - Sewing Machine Operator	9.70
16220 - Tailor	10.08
16250 - Washer, Machine	8.55
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.13
19040 - Tool And Die Maker	22.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.54
21030 - Material Coordinator	15.74
21040 - Material Expediter	15.74
21050 - Material Handling Laborer	9.82
21071 - Order Filler	10.08
21080 - Production Line Worker (Food Processing)	13.54
21110 - Shipping Packer	11.01
21130 - Shipping/Receiving Clerk	11.01

21140	- Store Worker I	10.98
21150	- Stock Clerk	14.44
21210	- Tools And Parts Attendant	13.54
21410	- Warehouse Specialist	13.54
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	20.36
23021	- Aircraft Mechanic I	19.39
23022	- Aircraft Mechanic II	20.36
23023	- Aircraft Mechanic III	21.38
23040	- Aircraft Mechanic Helper	15.57
23050	- Aircraft, Painter	18.74
23060	- Aircraft Servicer	17.37
23080	- Aircraft Worker	18.04
23110	- Appliance Mechanic	18.13
23120	- Bicycle Repairer	15.52
23125	- Cable Splicer	18.76
23130	- Carpenter, Maintenance	18.13
23140	- Carpet Layer	17.45
23160	- Electrician, Maintenance	19.95
23181	- Electronics Technician Maintenance I	13.63
23182	- Electronics Technician Maintenance II	19.82
23183	- Electronics Technician Maintenance III	23.73
23260	- Fabric Worker	18.49
23290	- Fire Alarm System Mechanic	18.76
23310	- Fire Extinguisher Repairer	16.06
23311	- Fuel Distribution System Mechanic	18.76
23312	- Fuel Distribution System Operator	16.06
23370	- General Maintenance Worker	17.45
23380	- Ground Support Equipment Mechanic	19.39
23381	- Ground Support Equipment Servicer	17.37
23382	- Ground Support Equipment Worker	18.04
23391	- Gunsmith I	15.19
23392	- Gunsmith II	17.29
23393	- Gunsmith III	19.39
23410	- Heating, Ventilation And Air-Conditioning Mechanic	18.76
23411	- Heating, Ventilation And Air Contditiioning Mechanic (Research Facility)	
19.70		
23430	- Heavy Equipment Mechanic	20.37
23440	- Heavy Equipment Operator	19.89
23460	- Instrument Mechanic	19.30
23465	- Laboratory/Shelter Mechanic	18.38
23470	- Laborer	9.52
23510	- Locksmith	18.13
23530	- Machinery Maintenance Mechanic	22.42
23550	- Machinist, Maintenance	18.96
23580	- Maintenance Trades Helper	15.06
23591	- Metrology Technician I	19.30
23592	- Metrology Technician II	20.02
23593	- Metrology Technician III	20.74
23640	- Millwright	18.76
23710	- Office Appliance Repairer	18.13
23760	- Painter, Maintenance	18.13
23790	- Pipefitter, Maintenance	18.76
23810	- Plumber, Maintenance	18.13
23820	- Pneudraulic Systems Mechanic	18.76
23850	- Rigger	18.76
23870	- Scale Mechanic	17.45
23890	- Sheet-Metal Worker, Maintenance	18.76
23910	- Small Engine Mechanic	17.45
23931	- Telecommunications Mechanic I	18.76
23932	- Telecommunications Mechanic II	21.38
23950	- Telephone Lineman	18.76
23960	- Welder, Combination, Maintenance	18.76
23965	- Well Driller	19.74
23970	- Woodcraft Worker	18.76
23980	- Woodworker	16.06
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	8.66
24580	- Child Care Center Clerk	11.15
24610	- Chore Aide	10.98
24620	- Family Readiness And Support Services Coordinator	14.08

24630 - Homemaker	15.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.64
25040 - Sewage Plant Operator	20.24
25070 - Stationary Engineer	21.40
25190 - Ventilation Equipment Tender	15.62
25210 - Water Treatment Plant Operator	20.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.87
27007 - Baggage Inspector	8.32
27008 - Corrections Officer	19.04
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	15.87
27040 - Detention Officer	19.04
27070 - Firefighter	18.02
27101 - Guard I	8.32
27102 - Guard II	15.87
27131 - Police Officer I	22.61
27132 - Police Officer II	25.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.56
28042 - Carnival Equipment Repairer	12.32
28043 - Carnival Equipment Worker	8.28
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	13.58
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	13.95
28630 - Sports Official	10.82
28690 - Swimming Pool Operator	13.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.33
29020 - Hatch Tender	14.73
29030 - Line Handler	14.73
29041 - Stevedore I	14.76
29042 - Stevedore II	16.52
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.24
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.33
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	24.59
30021 - Archeological Technician I	14.47
30022 - Archeological Technician II	16.19
30023 - Archeological Technician III	20.06
30030 - Cartographic Technician	22.82
30040 - Civil Engineering Technician	23.07
30061 - Drafter/CAD Operator I	15.17
30062 - Drafter/CAD Operator II	18.74
30063 - Drafter/CAD Operator III	20.89
30064 - Drafter/CAD Operator IV	22.75
30081 - Engineering Technician I	13.87
30082 - Engineering Technician II	15.56
30083 - Engineering Technician III	18.74
30084 - Engineering Technician IV	22.82
30085 - Engineering Technician V	27.80
30086 - Engineering Technician VI	33.65
30090 - Environmental Technician	22.75
30210 - Laboratory Technician	17.25
30240 - Mathematical Technician	22.75
30361 - Paralegal/Legal Assistant I	15.53
30362 - Paralegal/Legal Assistant II	19.47
30363 - Paralegal/Legal Assistant III	23.82
30364 - Paralegal/Legal Assistant IV	28.81
30390 - Photo-Optics Technician	22.82
30461 - Technical Writer I	19.35
30462 - Technical Writer II	23.66
30463 - Technical Writer III	28.63
30491 - Unexploded Ordnance (UXO) Technician I	20.58
30492 - Unexploded Ordnance (UXO) Technician II	24.90
30493 - Unexploded Ordnance (UXO) Technician III	29.85
30494 - Unexploded (UXO) Safety Escort	20.58
30495 - Unexploded (UXO) Sweep Personnel	20.58

30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	14.72
30621 - Weather Observer, Senior (3)	16.36
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.11
31030 - Bus Driver	14.95
31043 - Driver Courier	13.04
31260 - Parking and Lot Attendant	9.08
31290 - Shuttle Bus Driver	13.70
31310 - Taxi Driver	11.36
31361 - Truckdriver, Light	14.00
31362 - Truckdriver, Medium	14.95
31363 - Truckdriver, Heavy	15.93
31364 - Truckdriver, Tractor-Trailer	15.93
99000 - Miscellaneous Occupations	
99030 - Cashier	8.69
99050 - Desk Clerk	10.06
99095 - Embalmer	20.58
99251 - Laboratory Animal Caretaker I	10.63
99252 - Laboratory Animal Caretaker II	11.41
99310 - Mortician	20.58
99410 - Pest Controller	11.56
99510 - Photofinishing Worker	10.82
99710 - Recycling Laborer	14.03
99711 - Recycling Specialist	14.82
99730 - Refuse Collector	12.99
99810 - Sales Clerk	10.75
99820 - School Crossing Guard	12.12
99830 - Survey Party Chief	21.80
99831 - Surveying Aide	13.57
99832 - Surveying Technician	18.61
99840 - Vending Machine Attendant	11.84
99841 - Vending Machine Repairer	13.71
99842 - Vending Machine Repairer Helper	11.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.01 per hour or \$120.40 per week or \$521.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek,

you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.